

WWMT(TV)
Equal Employment Opportunity Public File Report
June 1, 2008 – May 31, 2009

I. POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hiree	Full Time Position Hire Dates
Local Sales Manager	1,2,5,6,7,8,12,14,15,16,36	16	7/2/08
Account Executive (4)	1,2,5,6,7,8,12,14,15,16,17,23,36	16 for 2 14 for 2	7/1/08 8/26/08 10/13/08 1/19/09
Anchor / Reporter	1,2,3,5,6,7,8,12,13,14,15,16,21	13&21 saw it on 21 & contacted agent 13	10/20/08
Internet news Producer	1,2,4,5,6,7,8,12,14,15,16,23	16	7/7/08
Reporter (3)	1,2,4,5,6,7,8,12,14,15,16,17,32,38	17,17,17	6/2//08 6/9/08 4/8/09
Producer & Executive Producer	1,2,5,6,7,8,12,13,14,15,16,17,19,21, 32, 38	19 (1) 21&17 for (1)	9/10/08 1/19/09
Photojournalist	1,2,5,6,7,8,12,14,15,32,38	14	9/17/08
Meteorologist	1,2,5,6,7,8,12,13,14,15,17,21,	21	8/20/08
Total positions filled		14	
Total number interviewed for all positions		79	

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II. RECRUITMENT SOURCE LIST

[Add address, telephone and names of contacts]

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	Michigan Indian Employment Angeline Francisco 724 W. Centre St., Portage, MI 49002 269-323-0234	Y	0
2	Central Michigan University Attn: Dr. Orlik 340 Moore Hall Mt. Pleasant, MI 48859	Y	
3	Mort Meisner Agency 26711 Woodard Ave., Ste 203 Huntington Woods, MI 245-545-2222	N	
4	TVSpy Job Bank www.tvsyp.com this is all I have for this listing	N	
5	MediaLine www.medialine.com Attn: Mark Shilstone Box 51909, Pacific Grove, CA 93950 408-648-5200	Y	
6	Lansing Community College cesjoblink@lcc.edu	N	
7	Mdesign04@yahoo.com Job Bank-MI chapter-NATAS P.O.Box 251987 W. Bloomfield, MI 48325 248-5920086 Michelle Desouza	Y	
8	Freedom Opportunities Freedom Communications, Inc. 17666 Fitch, Irvine, CA 949-253-2323 Jaime Flores	Y	9

9	Eckhart Talent Mgmt Julie Eckhart 17 Ridge Blvd, RyeBrook, NY 10573 914-937-1719	N	
10	Bell Talent Agency Roger Bell--Chicago, Il 847 882-3335	N	
11	The LornaDave Agency John Derr 296 Susquehanna Trail, Allentown, PA 610-248-1317	N	
12	WLAJ – Lansing, MI Wlaj.com	Y	
13	Talent Dynamics 600 E. LasColinas Blvd, Ste 100 Irvine, TX 75039	N	2
14	WWMT’s website 590 W. Maple St. Kalamazoo, MI 49008	Y	16
15	Internal Postings	Y	
16	Word of Mouth Referral	N	10
17	Walk-ins/Call-ins/Open letter of interest/Agents	N	9
18	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, MI 48906 517-484-7444 www.mimab.com	N	
19	Former employee or intern applying	N	1
20	Television Week www.TVweek.com Crain Communications 212-210-0292	N	
21	Broadcast Employment Services TVJobs.com P.O. 4116, Oceanside, CA-- 800-3740119	N	17
22	Shoptalk.com. This is all I have, they use this in the news department to place jobs.	N	
23	Job Fairs	N	1
24	NAACP Lansing J. Gill Lajohn Bldg. 1801 W. Main , Lansing, MI	N	

25	Career Page www.careerpage.org --National Alliance of State Broadcasters Associations	N	
26	National Weather Association – NatWeaAsoc@aol.com	N	
27	No Indication of where they saw the ad Or could not remember	N	
28	Career Builders www.careerbuilders.com	N	
29	Broadcast Image Group 7744 Broadway St. #100 SanAntonio, Texas 78209 210-828-6664	N	
30	Broadcast & Cable Magazine P.O. box 15157 North Hollywood, CA 91615-9647 323-965-2089	N	
31	Western Michigan University westernmichigan@earthlink.com	N	
32	University of Michigan Ann Arbor, MI <a href="mailto:www.<kk8116@arbor.edu>">www.<kk8116@arbor.edu>	N	
33	Kalamazoo Gazette Classifieds Burdick St., Kalamazoo, MI 269-381-5100 M-LIVE.com	N	
34	WWMT Channel 3 Aired spots advertising for AE 269-388-3430	Y	
35	Spots N Dots 167 Oakdale Road Johnson City, NY 13790 888-884-2630 Fax 607-729-7331 www.spotsndots.com	N	
36	Dolan & Associates 12 Galloway Ave, Ste. 2b Cockeysville, MD 21030	N	
37	Specs Howard School of Broadcast Art 19900 W. Nine Mile Rd, Southfield, MI 48075	N	1
39	Decision Tool Box www.dtoolbox.com 1-800-344-2026	N	
40	No Whining Talent (nowhiningtalent.com)	N	13

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative (e.g. internship, job fair, etc.)	Brief Description of Activity (Include date, description of event, nature of SEU's participation in event, and title of station personnel involved)
1	JOB FAIR	WWMT Channel 3, did participate in a Job Fair held at Kalamazoo Valley Community College on Wednesday, March 25, 2009, it was their 2009 Volunteer & community Services Fair headed by Lois Brinson. Margie Candela, Human Resource Coordinator, attended this expo as representatives of WWMT. Positions presented were in Sales, Production and Traffic
2	JOB FAIR	The University of Phoenix hosted 2 job fairs to help prospects in the West Michigan market to come together with area companies. These were held at their Portage, MI campus on Tuesday, October 7, 2008 and Tuesday, April 14, 2009.. Margie Candela, Human Resource Coordinator for WWMT attended this event and spoke with students and area residents searching for positions in the areas of sales, production, traffic
3	SCHOLARSHIP	A \$1,000 scholarship was given to four students Broadcast Majors at Western Michigan University, Kalamazoo, MI. This was for the 2008/2009 school year.
4	INTERNS	We participate with interns and this year we had nine from Western Michigan University one from Grand Valley State University and one from Denison University working under the direction of Cathy Younkin, our news director.
5	TOUR	Western Michigan University's TV Studio Production class visited WWMT on January 28, 2009. Instructor is David Evans. They toured the creative services area and spoke with Mark Bishop and other creative service staff.
6	Career Day NAB	Wednesday, April 22, 2009, Deborah Mills, the corporate HR attended this NAB event. There were over 1000 job seekers attending this event, which included all Freedom stations.